



EMPLOYMENT TRIBUNALS

Claimant: Ms M. de Dominicis

Respondent: Ann Hood t/a Ann's Smart School of Cookery

Heard at: East London Hearing Centre

On: 23-25 January 2024;
28 May 2024 (in chambers)
29-31 May 2024

Before: Employment Judge Massarella

Members: Mr L. Bowman
Ms B. Leverton

Representation

Claimant: Mr C Sekar (Counsel)

Respondent: Mr D. Jones (Counsel)

JUDGMENT

The judgment of the Tribunal on liability is that: -

1. the claim of automatically unfair dismissal under s.100 ERA 1996 (health and safety cases) is dismissed on withdrawal;
2. the following claims of direct pregnancy discrimination (S.18 EqA 2010) succeed: Issues 1.3 and 1.4, 1.6, 1.7, 1.9 and 1.11;
3. the following claims of direct pregnancy discrimination fail: Issues 1.1, 1.2, 1.5, and 1.10;
4. Issue 1.8 remains to be determined, as does the holiday pay claim more generally;
5. the claim of harassment related to sex (s.26 EqA 2010) succeeds;

6. the victimisation claims (s.27 EqA 2010) fail;
7. the Claimant's claim of automatically unfair dismissal related to pregnancy (s.99 ERA 1996) succeeds;
8. In the alternative, the claim of ordinary unfair dismissal (ss.94 and 98 ERA 1996) succeeds.

Employment Judge Massarella
Date: 3 June 2024